

Richard W. Calister

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Experience

Attorney At Law - Labor Arbitrator/Mediator

Full-time labor arbitrator and mediator. Former private practice of law since 1975, specializing in labor law. Represented both labor and management in matters of labor contract negotiations, administration and arbitration. Clients in private and public sectors, with special emphasis in California educational employment and police labor relations.

Certified Neutral, Member of the American Arbitration Association's National Panel of Labor Arbitrators and Panel of Certified Employment Dispute Mediators. Have arbitrated disputes in both public and private sectors since 1976. Panelist on roster of arbitrators/mediators for the California State Mediation & Conciliation Service, Federal Mediation and Conciliation Service, National Mediation Board. Member of various permanent arbitration Panels, including: Southern California Edison/I.B.E.W., Local 47; Southern California Edison/U.W.U.A. Local 246; California Faculty Association/California State University System; University of California/various bargaining units; University of California/California Nurses Association;. Frequent presenter at AAA training seminars in arbitration advocacy.

Member, California Bar Association; California Bar Association & Labor Law Section; San Diego County Bar Association & Labor Law Section; Founding Member and past Vice-President representing Neutrals, Industrial Relations Research Association, Orange County Chapter; San Diego Chapter IRRA; California Association of School Business Officials; Former Chairman, City of Huntington Beach Personnel Commission; American Arbitration Association; California School Personnel Commissioners Association; Society of Professionals in Dispute Resolution; California Disputes Resolution Council.

Executive Director of the Personnel Commission- 1986 - 1995

Served as neutral resource to labor/management at Ocean View Elementary School District, Huntington Beach, California. Ensured implementation of Merit System (Civil Service) Rules promulgated by neutral Personnel Commission and applicable to non-teaching District employees and applicants for employment. Recipient of CSPCA Schuyler Joyner Award.

Director of Classified Personnel- 1978 - 1986

~~Saddleback Valley Unified School District, Mission Viejo, California.~~ Responsible for all matters pertaining to employment and retention of classified personnel for 20,000 ADA school district. Heavy responsibilities in grievance handling, contract negotiation and administration, interpretation of various laws, ordinances, policies as they pertain to employee relations. Responsible for Labor Law and Arbitration cases, employee discipline.

Orange County Employees' Association- 1971 - 1978

Held a series of progressively responsible positions including; Senior Staff Analyst, Supervisor-Labor Relations, Senior Staff Attorney and Division Chief-Legal, for a 7,000 member unaffiliated employee organization. Major responsibilities involved grievance arbitration and contract interpretation, contract negotiations; legal activities involved presentation of numerous arbitrations and administrative hearings, preparation of legal opinions, Superior and Appellate Court advocacy.

Employee Relations Analyst -Shell Oil Company- 1970 - 1971

Worked positions at both the Refinery and Regional Headquarter levels. Involved in contract negotiations and administration, grievance handling and arbitration.

Patrolman - New York City Police Department 1961-1968

EDUCATION

Western State University - Juris Doctor 1975

Cornell University - Graduate School of Industrial and Labor Relations

Masters Degree in Industrial and Labor Relations awarded 1970

City University of New York - A.S. 1966; B.S. 1968